

BRG 84-1-3-14

1967

Continued from page 218
Spring 1961 Volume 22(1) (800) 634 3732
Light 1 p 218 SA 134 1/2 p 218

A SUMMARY OF THE
EMPLOYMENT OF NEGROES IN COMMERCIAL BANKS
IN THE BALTIMORE METROPOLITAN AREA

BALTIMORE COMMUNITY RELATIONS COMMISSION
210 North Calvert Street
Baltimore, Maryland 21202

+

A SUMMARY OF THE EMPLOYMENT OF NEGROES IN COMMERCIAL
BANKS IN THE BALTIMORE METROPOLITAN AREA

December 31, 1966 - March 31, 1967

The Community Relations Commission Survey of Negro Employment in Commercial Banks for the December 31 - March 31 quarter reveals a record of measurable - although by no means significantly large nor significantly rapid - progress. During these three months, Negro employment rose by 22 from 416 to 438 workers, an 0.4% increase over the previous quarter with the result that Negroes now represent 9.0% of the total work force.

In the "white collar" jobs, those excluding service workers, eighteen Negro employees were added, for a total of 353 Negroes employed in this general classification. This increase, by 0.3%, showed that Negroes now represent 7.7% of the group.

The greatest proportionate gains in Negro employment again occurred in the machine-operator classification with the addition of eleven persons forming 19.1% of the total of 747 workers. A steady rise in the employment of Junior Clerks was shown by the increase of nine (9) persons. This rise is evidenced in previous quarterly steps of 10.5% and 11.8% to the present figure of 12.9% with 101 Negro employees out of a total of 782.

A loss of six of the seven Negroes employed as stenographers took place during the period. In one case there was a promotion while the other five left the banking field.

Even with some improvement in the Negro employees' status in some jobs in this quarter, Negroes still occupy a disproportionate share of the lower paying jobs on banking payrolls, just as they do in most other industries. The disparities are evidenced in figures showing the highest Negro employment rate in the service jobs. This category reached 27.6% of the force, up from 26.3% in the previous quarter. Four (4) new employees increased the total to 85 employees.

Hiring by the banks during the period ending March 31 showed Negro employees forming 16.4% of the overall total, a decrease of 0.2% from the December report to 16.6%. However, employment on non-service personnel increased by 25 from 57 to 82, a gain of 0.7% from the 15.6% figure of the fourth quarter, for a total of 16.3%.

Recruitment of personnel continued through the usual media with newspaper advertising reported as the most consistently productive means. Turnover and the shortage of qualified personnel were again mentioned as problems. The ratio of interviewers to applicants to placements is demonstrated by the reports from one bank as being 1043 to 459, with 27 Negroes placed from the group. Several employees completed the A.I.B. courses in the first semester. These courses are financed by the Banking institutions on a tuition-and-supplies refund basis. One bank participated in the Career Clinic held at the Walbrook Branch of the Enoch Pratt Library.

Some banks sent training coordinators to Morgan State College, Virginia State College, Howard University, and the University of Maryland to recruit trainees for Management Programs. One bank placed ten high school students, (five Negroes), in a work-study program. This bank also took positive and meaningful affirmative action in providing opportunities for disadvantaged youths who are dependent upon supplementary earnings in order to return to school in the fall. This was arranged through cooperation with the Employment Committee of the Mayor's Task Force for Equal Rights.

Expansion in banking in the Metropolitan Area extended to the opening of two new branches in the counties. Although six persons were used to man these operations, none were Negro employees.

The problem of the creation of job opportunities in Baltimore as a contribution to the alleviation of unemployment and its attendant social ills, falls equally as well on the shoulders of management of banks as it does on other facets of the economy in these times of strife. The forward step taken by the bank that created new opportunities for the disadvantaged should serve as an example to others in the furtherance of Equal Employment. Full attainment of Equal Opportunity remains a most pressing item of unfinished business.

TABLE ONE

EMPLOYMENT OF NEGROES
SEVEN COMMERCIAL BANKS
METROPOLITAN BALTIMORE AREA

March 31, 1967

	THIRD QUARTER - 1966			FOURTH QUARTER - 1966			FIRST QUARTER - 1967		
JOB CLASSIFICATION	Total Employees	Total Negro Employees	Negroes as % of Total	Total Employees	Total Negro Employees	Negroes as % of Total	Total Employees	Total Negro Employees	Negroes as % of Total
Officers	576	0	0.0%	570	--	0.0%	585	0	0.0%
Administrative Assistants	515	6	1.2%	566	6	1.6%	558	5	0.9%
Administrative Trainees	89	2	2.2%	77	3	3.1%	69	2	2.9%
Senior Clerks	456	18	3.9%	496	20	4.1%	512	20	3.9%
Machine Operators	591	111	18.7%	607	109	17.9%	627	120	19.1%
Tellers	872	76	8.7%	890	79	8.9%	924	84	9.1%
Stenographers	290	7	2.4%	280	7	2.5%	268	1	0.4%
Junior Clerks	780	82	10.5%	775	92	11.8%	782	101	12.9%
Clerk Typists	228	16	7.1%	222	17	7.6%	224	18	8.0%
Other Trainees	21	3	14.2%	19	2	15.3%	12	2	16.7%
Service Employees	298	74	24.8%	301	81	26.3%	308	85	27.6%
SUB-TOTAL (Excluding Service)	4,418	321	7.3%	4,502	335	7.4%	4,561	353	7.7%
TOTAL	4,716	395	8.4%	4,802	416	8.6%	4,869	483	9.0%

TABLE TWO

HIRING OF NEGROES IN
SEVEN COMMERCIAL BANKS
METROPOLITAN BALTIMORE AREA

MARCH 31, 1967

JOB CLASSIFICATION	Third Quarter - 1966			Fourth Quarter - 1966			First Quarter - 1967		
	Total Employees Hired	Total Negroes Hired	Negroes as % of Total	Total Employees Hired	Total Negroes Hired	Negroes as % of Total	Total Employees Hired	Total Negroes Hired	Negroes as % of Total
Officers	5	0	0.0%	2	0	0.0%	6	0	0.0%
Administrative Assistants	33	2	6.6%	17	11	7.0%	25	0	0.0%
Administrative Trainees	18	1	5.5%	16	0	0.0%	10	0	0.0%
Senior Clerks	16	0	0.0%	27	1	4.0%	31	1	3.2%
Machine Operators	107	12	11.2%	81	12	14.7%	100	29	29.0%
Tellers	101	12	11.9%	100	14	14.0%	138	18	13.1%
Stenographers	21	1	4.7%	15	1	7.0%	13	0	0.0%
Junior Clerks	127	24	18.5%	82	20	24.4%	143	27	18.9%
Clerk-Typists	28	3	10.8%	21	6	29.0%	33	5	15.2%
Other Trainees	5	2	40.0%	5	2	40.0%	5	2	40.0%
Service Employees	32	11	34.3%	24	8	33.3%	32	6	18.8%
Sub- Total (Ex- cluding Service)	461	57	12.3%	366	57	15.6%	504	82	16.3
TOTAL	493	68	13.8%	390	65	16.6%	536	88	16.4%

TABLE THREE

NEGROES AS PART OF THE TOTAL EMPLOYMENT FORCE,
FOR THE PAST FIVE QUARTERS

MARCH 31, 1967

COMMERCIAL BANKS -- BALTIMORE METROPOLITAN AREA

"White Collar" Classifications	March 31 1966	June 30 1966	Sept. 30 1966	Dec. 31 1966	Mar. 31 1967
Total Employees	4,302	4,535	4,418	4,502	4,561
Negro Employees	283	326	321	335	353
Negroes as % of Total	6.6%	7.2%	7.2%	7.5%	7.7%
All Employment Classifications	March 31 1966	June 30 1966	Sept. 30 1966	Dec. 31 1966	Mar. 31 1967
Total Employees	4,627	4,858	4,716	4,803	4,869
Negro Employees	366	411	395	416	438
Negroes as % of Total	7.9%	9.0%	8.3%	8.6%	9.0%

TABLE FOUR

March 31, 1967











RATES OF HIRING OF NEGRO "WHITE COLLAR"
EMPLOYEES FOR THE PAST FOUR QUARTERS
BY THE SEVEN COMMERCIAL BANKS
IN THE BALTIMORE METROPOLITAN AREA

2nd Quarter 1966	3rd Quarter 1966	4th Quarter 1966	1st Quarter 1967	Cumulative Rate Since Dec. 31, 1965
18.5	14.6	16.8	15.8	15.8
20.2	0.0	11.1	15.5	8.8
22.8	14.8	14.8	18.9	16.1
21.4	17.8	22.9	16.7	19.1
15.5	18.7	0.0	9.1	9.2
50.0	25.0	0.0	0.0	8.3
0.0	0.0	33.3	14.3	15.9
19.9	12.3	15.6	16.3	17.0

CHART #5

COMMERCIAL BANKS IN THE BALTIMORE METROPOLITAN AREA

NEGRO EMPLOYEES BY JOB CLASSIFICATION

Classification	Percent of Total Force	Percent of Distribution	Percent Change December 31, 1966 to March 31, 1967	
		0 10 20 30		
Officers	0.0%		0.	0%
Adm. Assistants	0.9%		-0.7%	
Adm. Trainees	2.9%		-0.2%	
Senior Clerks	3.9%		-0.2%	
Machine Operators	19.1%		+1.2%	
Tellers	9.1%		+0.2%	
Stenographers	0.4%		-2.1%	
Junior Clerks	12.9%		+1.1%	
Clerk-Typists	8.0%		+0.4%	
Other Trainees	16.7%		+1.4%	
Service Employees	27.6%		+1.3%	
		0 10 20 30		